

Section SF 1449 - CONTINUATION SHEET

WAGE & DETERMINATIONS

*******County and State specify wage determinations issued by the Department of labor. Offerors are to use the appropriate decision according to its place of business since the work to be performed will be done at the successful bidder's place of business.*******

**WAGE DETERMINATION DECISION
OF THE SECRETARY OF LABOR**

The following wage determination will be used to conform with the requirements of the Service Contract Act of 1965 (29 CFR 4) of the General Provisions:

Decision No. 94-2451 (Rev. 22) dated 28 May 2002

State(s): Ohio, Pennsylvania

Areas: Ohio COUNTIES OF Belmont, Harrison, Jefferson, Tuscarawas
Pennsylvania COUNTIES OF Allegheny, Armstrong, Beaver, Bedford, Blair, Butler, Cambria, Cameron, Centre, Clarion, Clearfield, Clinton, Crawford, Elk, Erie, Fayette, Forest, Fulton, Greene, Huntingdon, Indiana, Jefferson, Lawrence, McKean, Mercer, Potter, Somerset, Venango, Warren, Washington, Westmoreland

WAGE DETERMINATION NO: 94-2451 REV (22) AREA: PA,PITTSBURGH

WAGE DETERMINATION NO: 94-2451 REV (22) AREA: PA,PITTSBURGH

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2451

| Revision No.: 22

| Date Of Last Revision: 05/28/2002

William W.Gross
Director

Division of
Wage Determinations

States: Ohio, Pennsylvania

Area: Ohio Counties of Belmont, Harrison, Jefferson, Tuscarawas

Pennsylvania Counties of Allegheny, Armstrong, Beaver, Bedford, Blair, Butler, Cambria, Cameron, Centre, Clarion, Clearfield, Clinton, Crawford, Elk, Erie, Fayette, Forest, Fulton, Greene, Huntingdon, Indiana, Jefferson, Lawrence, McKean, Mercer, Potter, Somerset, Venango, Warren, Washington, Westmoreland

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION TITLE	MINIMUM	WAGE RATE
Administrative Support and Clerical Occupations		
Accounting Clerk I		11.00
Accounting Clerk II		12.04
Accounting Clerk III		14.97
Accounting Clerk IV		20.33
Court Reporter		14.69
Dispatcher, Motor Vehicle		11.83
Document Preparation Clerk		11.66
Duplicating Machine Operator		10.49
Film/Tape Librarian		12.05
General Clerk I		7.76
General Clerk II		8.66
General Clerk III		10.69
General Clerk IV		13.35
Housing Referral Assistant		15.93
Key Entry Operator I		9.14
Key Entry Operator II		11.13
Messenger (Courier)		8.74
Order Clerk I		11.97
Order Clerk II		14.31
Personnel Assistant (Employment) I		12.33
Personnel Assistant (Employment) II		13.75
Personnel Assistant (Employment) III		14.39
Personnel Assistant (Employment) IV		17.80
Production Control Clerk		16.30
Rental Clerk		12.05
Scheduler, Maintenance		13.55
Secretary I		13.55
Secretary II		13.82
Secretary III		15.93
Secretary IV		18.17
Secretary V		20.13
Service Order Dispatcher		12.05
Stenographer I		12.79
Stenographer II		14.30
Supply Technician		18.17
Survey Worker (Interviewer)		11.51
Switchboard Operator-Receptionist		9.63
Test Examiner		12.94
Test Proctor		12.94
Travel Clerk I		10.17
Travel Clerk II		10.90
Travel Clerk III		11.71
Word Processor I		11.61
Word Processor II		15.43

Word Processor III	16.54
Automatic Data Processing Occupations	
Computer Data Librarian	11.81
Computer Operator I	11.76
Computer Operator II	12.91
Computer Operator III	18.29
Computer Operator IV	20.32
Computer Operator V	22.49
Computer Programmer I (1)	18.47
Computer Programmer II (1)	21.00
Computer Programmer III (1)	25.20
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	19.57
Computer Systems Analyst II (1)	24.98
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.96
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.80
Automotive Glass Installer	15.60
Automotive Worker	15.60
Electrician, Automotive	16.22
Mobile Equipment Servicer	14.46
Motor Equipment Metal Mechanic	16.80
Motor Equipment Metal Worker	15.60
Motor Vehicle Mechanic	17.06
Motor Vehicle Mechanic Helper	13.89
Motor Vehicle Upholstery Worker	15.03
Motor Vehicle Wrecker	15.60
Painter, Automotive	16.22
Radiator Repair Specialist	15.60
Tire Repairer	13.96
Transmission Repair Specialist	16.80
Food Preparation and Service Occupations	
Baker	10.98
Cook I	10.16
Cook II	10.98
Dishwasher	8.33
Food Service Worker	8.37
Meat Cutter	11.08
Waiter/Waitress	8.86
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.22
Furniture Handler	12.62
Furniture Refinisher	16.22
Furniture Refinisher Helper	13.89
Furniture Repairer, Minor	15.03
Upholsterer	16.22
General Services and Support Occupations	
Cleaner, Vehicles	8.44
Elevator Operator	11.02
Gardener	10.36
House Keeping Aid I	8.93
House Keeping Aid II	9.58
Janitor	11.02
Laborer, Grounds Maintenance	9.03
Maid or Houseman	8.93

Pest Controller	12.21
Refuse Collector	11.02
Tractor Operator	9.97
Window Cleaner	11.72
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	12.06
Licensed Practical Nurse II	13.55
Licensed Practical Nurse III	15.15
Medical Assistant	10.66
Medical Laboratory Technician	12.93
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	7.93
Nursing Assistant II	8.92
Nursing Assistant III	9.73
Nursing Assistant IV	10.92
Pharmacy Technician	12.19
Phlebotomist	12.93
Registered Nurse I	19.16
Registered Nurse II	20.13
Registered Nurse II, Specialist	22.06
Registered Nurse III	27.85
Registered Nurse III, Anesthetist	27.85
Registered Nurse IV	29.35
Information and Arts Occupations	
Audiovisual Librarian	16.54
Exhibits Specialist I	20.46
Exhibits Specialist II	26.07
Exhibits Specialist III	28.16
Illustrator I	17.66
Illustrator II	22.51
Illustrator III	24.32
Librarian	24.58
Library Technician	13.89
Photographer I	13.80
Photographer II	16.58
Photographer III	21.13
Photographer IV	22.83
Photographer V	27.60
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.25
Counter Attendant	8.25
Dry Cleaner	10.11
Finisher, Flatwork, Machine	8.25
Presser, Hand	8.25
Presser, Machine, Drycleaning	8.25
Presser, Machine, Shirts	8.25
Presser, Machine, Wearing Apparel, Laundry	8.25
Sewing Machine Operator	10.80
Tailor	11.48
Washer, Machine	8.94
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.21
Tool and Die Maker	22.76

Material Handling and Packing Occupations

Forklift Operator	13.68
Fuel Distribution System Operator	16.62
Material Coordinator	16.89
Material Expediter	16.89
Material Handling Laborer	15.05
Order Filler	13.89
Production Line Worker (Food Processing)	13.61
Shipping Packer	13.03
Shipping/Receiving Clerk	12.80
Stock Clerk (Shelf Stocker; Store Worker II)	13.82
Store Worker I	10.91
Tools and Parts Attendant	13.61
Warehouse Specialist	13.61

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	17.58
Aircraft Mechanic Helper	13.89
Aircraft Quality Control Inspector	18.15
Aircraft Servicer	15.38
Aircraft Worker	16.21
Appliance Mechanic	16.22
Bicycle Repairer	13.96
Cable Splicer	21.69
Carpenter, Maintenance	16.89
Carpet Layer	17.94
Electrician, Maintenance	20.17
Electronics Technician, Maintenance I	18.40
Electronics Technician, Maintenance II	21.70
Electronics Technician, Maintenance III	23.74
Fabric Worker	15.03
Fire Alarm System Mechanic	17.58
Fire Extinguisher Repairer	14.50
Fuel Distribution System Mechanic	19.32
General Maintenance Worker	15.60
Heating, Refrigeration and Air Conditioning Mechanic	16.80
Heavy Equipment Mechanic	16.80
Heavy Equipment Operator	16.80
Instrument Mechanic	17.58
Laborer	13.37
Locksmith	16.96
Machinery Maintenance Mechanic	17.61
Machinist, Maintenance	18.41
Maintenance Trades Helper	13.89
Millwright	18.73
Office Appliance Repairer	16.96
Painter, Aircraft	16.22
Painter, Maintenance	17.50
Pipefitter, Maintenance	22.74
Plumber, Maintenance	18.65
Pneudraulic Systems Mechanic	17.58
Rigger	17.58
Scale Mechanic	16.21
Sheet-Metal Worker, Maintenance	18.05
Small Engine Mechanic	15.60
Telecommunication Mechanic I	16.80
Telecommunication Mechanic II	17.25

Telephone Lineman	17.58
Welder, Combination, Maintenance	16.81
Well Driller	16.80
Woodcraft Worker	16.80
Woodworker	14.45
Miscellaneous Occupations	
Animal Caretaker	9.38
Carnival Equipment Operator	9.78
Carnival Equipment Repairer	10.16
Carnival Worker	8.33
Cashier	7.10
Desk Clerk	7.70
Embalmer	18.08
Lifeguard	8.10
Mortician	18.12
Park Attendant (Aide)	10.17
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.10
Recreation Specialist	12.61
Recycling Worker	12.94
Sales Clerk	8.10
School Crossing Guard (Crosswalk Attendant)	8.33
Sport Official	7.04
Survey Party Chief (Chief of Party)	13.02
Surveying Aide	7.75
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.83
Swimming Pool Operator	14.57
Vending Machine Attendant	12.94
Vending Machine Repairer	14.57
Vending Machine Repairer Helper	12.94
Personal Needs Occupations	
Child Care Attendant	9.40
Child Care Center Clerk	8.86
Chore Aid	8.92
Homemaker	10.89
Plant and System Operation Occupations	
Boiler Tender	18.89
Sewage Plant Operator	16.70
Stationary Engineer	18.89
Ventilation Equipment Tender	13.89
Water Treatment Plant Operator	16.22
Protective Service Occupations	
Alarm Monitor	12.51
Corrections Officer	19.31
Court Security Officer	19.31
Detention Officer	19.31
Firefighter	18.26
Guard I	8.23
Guard II	13.33
Police Officer	22.56
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.21
Hatch Tender	16.21
Line Handler	16.21
Stevedore I	14.69
Stevedore II	15.86
Technical Occupations	

Air Traffic Control Specialist, Center (2)	28.44
Air Traffic Control Specialist, Station (2)	19.61
Air Traffic Control Specialist, Terminal (2)	21.60
Archeological Technician I	14.84
Archeological Technician II	16.62
Archeological Technician III	20.55
Cartographic Technician	20.32
Civil Engineering Technician	19.74
Computer Based Training (CBT) Specialist/ Instructor	24.32
Drafter I	12.82
Drafter II	16.27
Drafter III	19.55
Drafter IV	25.09
Engineering Technician I	16.04
Engineering Technician II	18.03
Engineering Technician III	20.95
Engineering Technician IV	23.96
Engineering Technician V	27.44
Engineering Technician VI	33.17
Environmental Technician	17.43
Flight Simulator/Instructor (Pilot)	27.44
Graphic Artist	18.69
Instructor	21.53
Laboratory Technician	18.37
Mathematical Technician	23.06
Paralegal/Legal Assistant I	14.45
Paralegal/Legal Assistant II	18.81
Paralegal/Legal Assistant III	22.27
Paralegal/Legal Assistant IV	22.93
Photooptics Technician	20.05
Technical Writer	21.39
Unexploded (UXO) Safety Escort	18.08
Unexploded (UXO) Sweep Personnel	18.08
Unexploded Ordnance (UXO) Technician I	18.08
Unexploded Ordnance (UXO) Technician II	21.87
Unexploded Ordnance (UXO) Technician III	26.22
Weather Observer, Combined Upper Air and Surface Programs (3)	18.24
Weather Observer, Senior (3)	19.09
Weather Observer, Upper Air (3)	18.24
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	17.12
Parking and Lot Attendant	8.33
Shuttle Bus Driver	14.50
Taxi Driver	9.93
Truckdriver, Heavy Truck	16.14
Truckdriver, Light Truck	13.51
Truckdriver, Medium Truck	15.75
Truckdriver, Tractor-Trailer	16.46

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor;
3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of

service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry- house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the

hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions: The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)} Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed. The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour

Division, Employment Standards Administration, U.S. Department of Labor, for review.
(See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION DECISION OF THE SECRETARY OF LABOR

The following wage determination will be used to conform
with the requirements of the Service Contract Act of 1965
(29 CFR 4) of the General Provisions:

Decision No. 94-2453 (Rev. 17) dated 29 May 2002

State(s): Pennsylvania

Areas: Pennsylvania COUNTIES OF Bradford, Carbon, Columbia,
Lackawanna, Luzerne, Lycoming, Monroe, Pike,
Schuylkill, Sullivan, Susquehanna, Tioga, Wayne,
Wyoming

WAGE DETERMINATION NO: 94-2453 REV (17) AREA: PA,SCRANTON

WAGE DETERMINATION NO: 94-2453 REV (17) AREA: PA,SCRANTON

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2453

William W.Gross

Division of

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Revision No.: 17

Director Wage Determinations | Date Of Last Revision: 05/29/2002

State: Pennsylvania

Area: Pennsylvania Counties of Bradford, Carbon, Columbia, Lackawanna, Luzerne, Lycoming, Monroe, Pike, Schuylkill, Sullivan, Susquehanna, Tioga, Wayne, Wyoming

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.93
Accounting Clerk II	11.11
Accounting Clerk III	12.76
Accounting Clerk IV	14.33
Court Reporter	11.24
Dispatcher, Motor Vehicle	10.02
Document Preparation Clerk	10.10
Duplicating Machine Operator	10.10
Film/Tape Librarian	9.87
General Clerk I	8.29
General Clerk II	10.66
General Clerk III	11.63
General Clerk IV	14.73
Housing Referral Assistant	13.63
Key Entry Operator I	8.76
Key Entry Operator II	10.29
Messenger (Courier)	8.41
Order Clerk I	11.07
Order Clerk II	14.16
Personnel Assistant (Employment) I	9.27
Personnel Assistant (Employment) II	11.74
Personnel Assistant (Employment) III	12.97
Personnel Assistant (Employment) IV	14.66
Production Control Clerk	14.05
Rental Clerk	8.97
Scheduler, Maintenance	9.93
Secretary I	9.93
Secretary II	11.31
Secretary III	13.63
Secretary IV	14.86
Secretary V	16.49
Service Order Dispatcher	10.01
Stenographer I	9.44
Stenographer II	11.01
Supply Technician	13.25
Survey Worker (Interviewer)	10.22
Switchboard Operator-Receptionist	8.62
Test Examiner	11.31
Test Proctor	11.31
Travel Clerk I	9.77
Travel Clerk II	10.24
Travel Clerk III	10.93
Word Processor I	8.77
Word Processor II	10.95

Word Processor III	12.25
Automatic Data Processing Occupations	
Computer Data Librarian	10.81
Computer Operator I	11.25
Computer Operator II	12.65
Computer Operator III	15.27
Computer Operator IV	15.92
Computer Operator V	17.66
Computer Programmer I (1)	12.85
Computer Programmer II (1)	15.60
Computer Programmer III (1)	19.36
Computer Programmer IV (1)	23.19
Computer Systems Analyst I (1)	21.91
Computer Systems Analyst II (1)	25.63
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.43
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	14.23
Automotive Glass Installer	13.29
Automotive Worker	13.29
Electrician, Automotive	13.81
Mobile Equipment Servicer	12.41
Motor Equipment Metal Mechanic	14.23
Motor Equipment Metal Worker	13.29
Motor Vehicle Mechanic	14.23
Motor Vehicle Mechanic Helper	11.95
Motor Vehicle Upholstery Worker	12.85
Motor Vehicle Wrecker	13.29
Painter, Automotive	13.81
Radiator Repair Specialist	13.30
Tire Repairer	11.99
Transmission Repair Specialist	14.23
Food Preparation and Service Occupations	
Baker	10.12
Cook I	9.47
Cook II	10.12
Dishwasher	8.09
Food Service Worker	8.09
Meat Cutter	10.12
Waiter/Waitress	8.41
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	13.81
Furniture Handler	12.58
Furniture Refinisher	15.19
Furniture Refinisher Helper	13.15
Furniture Repairer, Minor	14.09
Upholsterer	13.81
General Services and Support Occupations	
Cleaner, Vehicles	8.28
Elevator Operator	8.83
Gardener	9.88
House Keeping Aid I	7.77
House Keeping Aid II	8.83
Janitor	8.83
Laborer, Grounds Maintenance	8.95
Maid or Houseman	7.77

Pest Controller	10.28
Refuse Collector	9.28
Tractor Operator	9.65
Window Cleaner	9.64
Health Occupations	
Dental Assistant	11.48
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.48
Licensed Practical Nurse I	11.56
Licensed Practical Nurse II	12.98
Licensed Practical Nurse III	12.98
Medical Assistant	10.27
Medical Laboratory Technician	12.98
Medical Record Clerk	10.26
Medical Record Technician	14.22
Nursing Assistant I	8.12
Nursing Assistant II	9.13
Nursing Assistant III	9.96
Nursing Assistant IV	11.18
Pharmacy Technician	12.97
Phlebotomist	12.98
Registered Nurse I	15.47
Registered Nurse II	18.91
Registered Nurse II, Specialist	18.91
Registered Nurse III	22.88
Registered Nurse III, Anesthetist	22.88
Registered Nurse IV	27.43
Information and Arts Occupations	
Audiovisual Librarian	13.42
Exhibits Specialist I	13.38
Exhibits Specialist II	18.21
Exhibits Specialist III	20.48
Illustrator I	13.38
Illustrator II	18.08
Illustrator III	20.48
Librarian	18.40
Library Technician	11.24
Photographer I	12.03
Photographer II	13.89
Photographer III	18.91
Photographer IV	23.39
Photographer V	28.31
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.87
Counter Attendant	7.87
Dry Cleaner	9.86
Finisher, Flatwork, Machine	7.87
Presser, Hand	7.87
Presser, Machine, Drycleaning	7.87
Presser, Machine, Shirts	7.87
Presser, Machine, Wearing Apparel, Laundry	7.87
Sewing Machine Operator	10.63
Tailor	11.41
Washer, Machine	8.24
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	14.57
Tool and Die Maker	16.38

Material Handling and Packing Occupations

Forklift Operator	13.42
Fuel Distribution System Operator	14.00
Material Coordinator	14.75
Material Expediter	14.75
Material Handling Laborer	12.20
Order Filler	10.45
Production Line Worker (Food Processing)	13.08
Shipping Packer	11.54
Shipping/Receiving Clerk	10.49
Stock Clerk (Shelf Stocker; Store Worker II)	12.94
Store Worker I	11.30
Tools and Parts Attendant	14.63
Warehouse Specialist	14.63

Mechanics and Maintenance and Repair Occupations

Aircraft Mechanic	15.65
Aircraft Mechanic Helper	13.15
Aircraft Quality Control Inspector	16.13
Aircraft Servicer	14.09
Aircraft Worker	14.56
Appliance Mechanic	15.19
Bicycle Repairer	12.38
Cable Splicer	18.00
Carpenter, Maintenance	15.88
Carpet Layer	14.56
Electrician, Maintenance	18.94
Electronics Technician, Maintenance I	17.73
Electronics Technician, Maintenance II	18.66
Electronics Technician, Maintenance III	20.61
Fabric Worker	12.81
Fire Alarm System Mechanic	15.65
Fire Extinguisher Repairer	13.62
Fuel Distribution System Mechanic	15.65
General Maintenance Worker	13.52
Heating, Refrigeration and Air Conditioning Mechanic	15.17
Heavy Equipment Mechanic	14.97
Heavy Equipment Operator	16.38
Instrument Mechanic	16.38
Laborer	10.23
Locksmith	15.19
Machinery Maintenance Mechanic	15.35
Machinist, Maintenance	14.89
Maintenance Trades Helper	13.15
Millwright	18.00
Office Appliance Repairer	16.71
Painter, Aircraft	15.53
Painter, Maintenance	16.44
Pipefitter, Maintenance	17.37
Plumber, Maintenance	16.97
Pneudraulic Systems Mechanic	15.65
Rigger	15.65
Scale Mechanic	14.56
Sheet-Metal Worker, Maintenance	16.64
Small Engine Mechanic	15.23
Telecommunication Mechanic I	16.90
Telecommunication Mechanic II	17.40

Telephone Lineman	16.90
Welder, Combination, Maintenance	14.23
Well Driller	15.65
Woodcraft Worker	15.65
Woodworker	12.73
Miscellaneous Occupations	
Animal Caretaker	8.75
Carnival Equipment Operator	9.07
Carnival Equipment Repairer	9.47
Carnival Worker	8.09
Cashier	6.70
Desk Clerk	8.22
Embalmer	19.02
Lifeguard	9.26
Mortician	17.39
Park Attendant (Aide)	11.63
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.67
Recreation Specialist	11.36
Recycling Worker	11.47
Sales Clerk	8.32
School Crossing Guard (Crosswalk Attendant)	8.09
Sport Official	8.05
Survey Party Chief (Chief of Party)	12.69
Surveying Aide	8.48
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.54
Swimming Pool Operator	11.13
Vending Machine Attendant	9.98
Vending Machine Repairer	11.13
Vending Machine Repairer Helper	9.98
Personal Needs Occupations	
Child Care Attendant	8.22
Child Care Center Clerk	10.24
Chore Aid	8.22
Homemaker	12.03
Plant and System Operation Occupations	
Boiler Tender	18.00
Sewage Plant Operator	16.25
Stationary Engineer	18.00
Ventilation Equipment Tender	13.15
Water Treatment Plant Operator	15.38
Protective Service Occupations	
Alarm Monitor	11.06
Corrections Officer	17.69
Court Security Officer	18.18
Detention Officer	17.69
Firefighter	16.75
Guard I	7.76
Guard II	12.17
Police Officer	20.49
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.52
Hatch Tender	14.52
Line Handler	14.52
Stevedore I	12.84
Stevedore II	13.80
Technical Occupations	

Air Traffic Control Specialist, Center (2)	29.93
Air Traffic Control Specialist, Station (2)	20.64
Air Traffic Control Specialist, Terminal (2)	22.73
Archeological Technician I	14.10
Archeological Technician II	15.87
Archeological Technician III	19.59
Cartographic Technician	19.69
Civil Engineering Technician	17.81
Computer Based Training (CBT) Specialist/ Instructor	21.91
Drafter I	10.23
Drafter II	11.64
Drafter III	15.93
Drafter IV	19.59
Engineering Technician I	11.77
Engineering Technician II	13.39
Engineering Technician III	18.06
Engineering Technician IV	22.37
Engineering Technician V	26.44
Engineering Technician VI	33.34
Environmental Technician	16.92
Flight Simulator/Instructor (Pilot)	25.63
Graphic Artist	18.05
Instructor	18.95
Laboratory Technician	13.72
Mathematical Technician	19.46
Paralegal/Legal Assistant I	14.08
Paralegal/Legal Assistant II	16.56
Paralegal/Legal Assistant III	20.20
Paralegal/Legal Assistant IV	24.52
Photooptics Technician	20.21
Technical Writer	19.54
Unexploded (UXO) Safety Escort	19.02
Unexploded (UXO) Sweep Personnel	19.02
Unexploded Ordnance (UXO) Technician I	19.02
Unexploded Ordnance (UXO) Technician II	23.01
Unexploded Ordnance (UXO) Technician III	27.58
Weather Observer, Combined Upper Air and Surface Programs (3)	13.56
Weather Observer, Senior (3)	15.17
Weather Observer, Upper Air (3)	13.56
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.38
Parking and Lot Attendant	9.59
Shuttle Bus Driver	12.28
Taxi Driver	9.59
Truckdriver, Heavy Truck	16.63
Truckdriver, Light Truck	11.16
Truckdriver, Medium Truck	12.02
Truckdriver, Tractor-Trailer	16.63

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the

predecessor contractors in the performance of similar work at the same Federal facility.
(Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the

hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions: The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)} Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees. Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION DECISION OF THE SECRETARY OF LABOR

The following wage determination will be used to conform with the requirements of the Service Contract Act of 1965 (29 CFR 4) of the General Provisions:

Decision No. 94-2381 (Rev. 24) dated 29 May 2002

State(s): New York

Areas: New York COUNTIES OF Genesee, Livingston, Monroe,
Ontario, Orleans, Schuyler, Seneca, Steuben,
Wayne, Yates

WAGE DETERMINATION NO: 94-2381 REV (24) AREA: NY, ROCHESTER

WAGE DETERMINATION NO: 94-2381 REV (24) AREA: NY, ROCHESTER

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

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| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2381

William W. Gross
Director

Division of
Wage Determinations

Revision No.: 24

Date Of Last Revision: 05/29/2002

State: New York

Area: New York Counties of Genesee, Livingston, Monroe, Ontario, Orleans, Schuyler, Seneca, Steuben, Wayne, Yates

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.58
Accounting Clerk II	11.56
Accounting Clerk III	14.03
Accounting Clerk IV	17.56
Court Reporter	14.87
Dispatcher, Motor Vehicle	14.31
Document Preparation Clerk	13.15
Duplicating Machine Operator	13.96
Film/Tape Librarian	12.36
General Clerk I	11.62
General Clerk II	13.05
General Clerk III	13.38
General Clerk IV	15.11
Housing Referral Assistant	17.72
Key Entry Operator I	10.93
Key Entry Operator II	12.34
Messenger (Courier)	11.27
Order Clerk I	9.99
Order Clerk II	16.05
Personnel Assistant (Employment) I	12.17
Personnel Assistant (Employment) II	14.22
Personnel Assistant (Employment) III	16.17
Personnel Assistant (Employment) IV	18.02
Production Control Clerk	17.30
Rental Clerk	11.24
Scheduler, Maintenance	12.89
Secretary I	12.89
Secretary II	14.87
Secretary III	17.72
Secretary IV	19.60
Secretary V	22.61
Service Order Dispatcher	11.90
Stenographer I	12.21
Stenographer II	14.64
Supply Technician	19.60
Survey Worker (Interviewer)	13.84
Switchboard Operator-Receptionist	10.40
Test Examiner	14.87
Test Proctor	14.87
Travel Clerk I	10.46
Travel Clerk II	11.06
Travel Clerk III	11.67
Word Processor I	11.85
Word Processor II	12.91
Word Processor III	14.45

Automatic Data Processing Occupations

Computer Data Librarian	12.01
Computer Operator I	12.66
Computer Operator II	14.45
Computer Operator III	16.69
Computer Operator IV	20.53
Computer Operator V	22.51
Computer Programmer I (1)	16.41
Computer Programmer II (1)	20.33
Computer Programmer III (1)	23.11
Computer Programmer IV (1)	26.58
Computer Systems Analyst I (1)	23.84
Computer Systems Analyst II (1)	25.82
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.66

Automotive Service Occupations

Automotive Body Repairer, Fiberglass	18.71
Automotive Glass Installer	17.10
Automotive Worker	17.10
Electrician, Automotive	17.88
Mobile Equipment Servicer	15.49
Motor Equipment Metal Mechanic	18.71
Motor Equipment Metal Worker	17.10
Motor Vehicle Mechanic	18.71
Motor Vehicle Mechanic Helper	14.63
Motor Vehicle Upholstery Worker	16.28
Motor Vehicle Wrecker	17.10
Painter, Automotive	17.88
Radiator Repair Specialist	17.10
Tire Repairer	14.97
Transmission Repair Specialist	18.71

Food Preparation and Service Occupations

Baker	13.25
Cook I	11.39
Cook II	13.25
Dishwasher	9.59
Food Service Worker	9.59
Meat Cutter	13.25
Waiter/Waitress	10.18

Furniture Maintenance and Repair Occupations

Electrostatic Spray Painter	17.88
Furniture Handler	12.94
Furniture Refinisher	17.88
Furniture Refinisher Helper	14.63
Furniture Repairer, Minor	16.28
Upholsterer	17.88

General Services and Support Occupations

Cleaner, Vehicles	9.59
Elevator Operator	9.60
Gardener	12.04
House Keeping Aid I	8.99
House Keeping Aid II	9.60
Janitor	9.60
Laborer, Grounds Maintenance	10.18
Maid or Houseman	8.99
Pest Controller	12.63

Refuse Collector	9.59
Tractor Operator	11.62
Window Cleaner	10.19
Health Occupations	
Dental Assistant	12.98
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.56
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	11.86
Medical Laboratory Technician	12.36
Medical Record Clerk	11.24
Medical Record Technician	13.54
Nursing Assistant I	8.67
Nursing Assistant II	9.74
Nursing Assistant III	10.63
Nursing Assistant IV	11.93
Pharmacy Technician	12.19
Phlebotomist	12.36
Registered Nurse I	17.13
Registered Nurse II	20.97
Registered Nurse II, Specialist	20.97
Registered Nurse III	25.37
Registered Nurse III, Anesthetist	25.37
Registered Nurse IV	30.38
Information and Arts Occupations	
Audiovisual Librarian	20.01
Exhibits Specialist I	17.94
Exhibits Specialist II	22.08
Exhibits Specialist III	24.12
Illustrator I	17.94
Illustrator II	22.08
Illustrator III	24.12
Librarian	24.10
Library Technician	15.07
Photographer I	13.12
Photographer II	15.86
Photographer III	19.52
Photographer IV	21.32
Photographer V	22.85
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.35
Counter Attendant	7.35
Dry Cleaner	8.13
Finisher, Flatwork, Machine	7.35
Presser, Hand	7.35
Presser, Machine, Drycleaning	7.35
Presser, Machine, Shirts	7.35
Presser, Machine, Wearing Apparel, Laundry	7.35
Sewing Machine Operator	9.02
Tailor	9.91
Washer, Machine	7.10
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	12.88
Tool and Die Maker	22.18
Material Handling and Packing Occupations	

Forklift Operator	15.20
Fuel Distribution System Operator	17.04
Material Coordinator	19.75
Material Expediter	19.75
Material Handling Laborer	11.30
Order Filler	12.09
Production Line Worker (Food Processing)	15.53
Shipping Packer	10.39
Shipping/Receiving Clerk	10.56
Stock Clerk (Shelf Stocker; Store Worker II)	12.71
Store Worker I	10.13
Tools and Parts Attendant	15.53
Warehouse Specialist	15.53
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	19.39
Aircraft Mechanic Helper	14.73
Aircraft Quality Control Inspector	22.08
Aircraft Servicer	16.59
Aircraft Worker	17.52
Appliance Mechanic	17.88
Bicycle Repairer	14.97
Cable Splicer	23.67
Carpenter, Maintenance	17.88
Carpet Layer	17.10
Electrician, Maintenance	22.82
Electronics Technician, Maintenance I	20.74
Electronics Technician, Maintenance II	21.67
Electronics Technician, Maintenance III	22.66
Fabric Worker	16.28
Fire Alarm System Mechanic	19.39
Fire Extinguisher Repairer	15.66
Fuel Distribution System Mechanic	20.58
General Maintenance Worker	17.10
Heating, Refrigeration and Air Conditioning Mechanic	18.71
Heavy Equipment Mechanic	18.71
Heavy Equipment Operator	18.06
Instrument Mechanic	19.39
Laborer	11.54
Locksmith	17.88
Machinery Maintenance Mechanic	18.71
Machinist, Maintenance	18.94
Maintenance Trades Helper	14.63
Millwright	19.39
Office Appliance Repairer	18.45
Painter, Aircraft	17.88
Painter, Maintenance	17.88
Pipefitter, Maintenance	23.53
Plumber, Maintenance	19.31
Pneudraulic Systems Mechanic	19.39
Rigger	19.39
Scale Mechanic	17.52
Sheet-Metal Worker, Maintenance	18.71
Small Engine Mechanic	17.10
Telecommunication Mechanic I	21.66
Telecommunication Mechanic II	22.58
Telephone Lineman	21.52

Welder, Combination, Maintenance	18.71
Well Driller	19.39
Woodcraft Worker	19.39
Woodworker	15.49
Miscellaneous Occupations	
Animal Caretaker	10.80
Carnival Equipment Operator	11.62
Carnival Equipment Repairer	12.04
Carnival Worker	9.59
Cashier	8.19
Desk Clerk	10.03
Embalmer	17.93
Lifeguard	9.42
Mortician	18.23
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.10
Recreation Specialist	13.91
Recycling Worker	12.53
Sales Clerk	8.94
School Crossing Guard (Crosswalk Attendant)	9.59
Sport Official	9.42
Survey Party Chief (Chief of Party)	21.46
Surveying Aide	13.44
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	18.45
Swimming Pool Operator	13.25
Vending Machine Attendant	10.23
Vending Machine Repairer	13.09
Vending Machine Repairer Helper	10.23
Personal Needs Occupations	
Child Care Attendant	10.03
Child Care Center Clerk	12.51
Chore Aid	8.99
Homemaker	13.91
Plant and System Operation Occupations	
Boiler Tender	20.21
Sewage Plant Operator	17.81
Stationary Engineer	20.21
Ventilation Equipment Tender	14.73
Water Treatment Plant Operator	17.28
Protective Service Occupations	
Alarm Monitor	14.62
Corrections Officer	18.49
Court Security Officer	18.83
Detention Officer	18.49
Firefighter	17.69
Guard I	13.30
Guard II	17.01
Police Officer	20.68
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	18.16
Hatch Tender	18.16
Line Handler	18.16
Stevedore I	17.23
Stevedore II	18.94
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21

Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	17.48
Archeological Technician II	19.67
Archeological Technician III	24.29
Cartographic Technician	24.79
Civil Engineering Technician	20.48
Computer Based Training (CBT) Specialist/ Instructor	23.84
Drafter I	14.52
Drafter II	16.32
Drafter III	19.73
Drafter IV	24.29
Engineering Technician I	14.67
Engineering Technician II	16.50
Engineering Technician III	19.93
Engineering Technician IV	23.73
Engineering Technician V	26.33
Engineering Technician VI	28.24
Environmental Technician	18.48
Flight Simulator/Instructor (Pilot)	25.82
Graphic Artist	20.16
Instructor	21.41
Laboratory Technician	17.27
Mathematical Technician	23.49
Paralegal/Legal Assistant I	16.13
Paralegal/Legal Assistant II	19.89
Paralegal/Legal Assistant III	24.32
Paralegal/Legal Assistant IV	29.44
Photooptics Technician	18.87
Technical Writer	22.71
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	18.81
Weather Observer, Senior (3)	20.89
Weather Observer, Upper Air (3)	18.81
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.50
Parking and Lot Attendant	8.63
Shuttle Bus Driver	12.18
Taxi Driver	10.45
Truckdriver, Heavy Truck	17.46
Truckdriver, Light Truck	12.18
Truckdriver, Medium Truck	17.05
Truckdriver, Tractor-Trailer	17.89

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VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will

accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the

Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions: The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)} Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees. Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION DECISION OF THE SECRETARY OF LABOR

The following wage determination will be used to conform with the requirements of the Service Contract Act of 1965 (29 CFR 4) of the General Provisions:

Decision No. 94-2383 (Rev. 18) dated 29 May 2002

State(s): New York

Areas: New York COUNTIES OF Broome, Cayuga, Chemung,
Chenango, Cortland, Hamilton, Herkimer, Madison,
Oneida, Onondaga, Oswego, Otsego, Tioga, Tompkins

WAGE DETERMINATION NO: 94-2383 REV (18) AREA: NY,SYRACUSE

WAGE DETERMINATION NO: 94-2383 REV (18) AREA: NY,SYRACUSE

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2383

| Revision No.: 18

William W.Gross
Director

Division of
Wage Determinations

| Date Of Last Revision: 05/29/2002

State: New York

Area: New York Counties of Broome, Cayuga, Chemung, Chenango, Cortland, Hamilton, Herkimer, Madison, Oneida, Onondaga, Oswego, Otsego, Tioga, Tompkins

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.43
Accounting Clerk II	11.21
Accounting Clerk III	13.98
Accounting Clerk IV	17.66
Court Reporter	12.09
Dispatcher, Motor Vehicle	12.90
Document Preparation Clerk	9.43
Duplicating Machine Operator	10.37
Film/Tape Librarian	9.00
General Clerk I	7.70
General Clerk II	8.67
General Clerk III	10.04
General Clerk IV	12.31
Housing Referral Assistant	13.59
Key Entry Operator I	9.43
Key Entry Operator II	12.71
Messenger (Courier)	7.95
Order Clerk I	9.89
Order Clerk II	12.90
Personnel Assistant (Employment) I	9.11
Personnel Assistant (Employment) II	10.22
Personnel Assistant (Employment) III	11.32
Personnel Assistant (Employment) IV	12.72
Production Control Clerk	14.84
Rental Clerk	8.18
Scheduler, Maintenance	9.09
Secretary I	9.09
Secretary II	12.21
Secretary III	13.59
Secretary IV	16.69
Secretary V	20.90
Service Order Dispatcher	9.41
Stenographer I	7.78
Stenographer II	9.26
Supply Technician	16.69
Survey Worker (Interviewer)	12.10
Switchboard Operator-Receptionist	9.03
Test Examiner	12.21
Test Proctor	12.21
Travel Clerk I	9.70
Travel Clerk II	10.34
Travel Clerk III	10.99
Word Processor I	10.19
Word Processor II	11.46
Word Processor III	12.82
Automatic Data Processing Occupations	
Computer Data Librarian	9.99

Computer Operator I	11.50
Computer Operator II	12.86
Computer Operator III	16.20
Computer Operator IV	21.74
Computer Operator V	24.08
Computer Programmer I (1)	15.15
Computer Programmer II (1)	19.87
Computer Programmer III (1)	22.61
Computer Programmer IV (1)	26.38
Computer Systems Analyst I (1)	19.70
Computer Systems Analyst II (1)	25.50
Computer Systems Analyst III (1)	30.13
Peripheral Equipment Operator	11.50
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.24
Automotive Glass Installer	16.03
Automotive Worker	16.03
Electrician, Automotive	16.58
Mobile Equipment Servicer	14.84
Motor Equipment Metal Mechanic	17.24
Motor Equipment Metal Worker	16.03
Motor Vehicle Mechanic	15.68
Motor Vehicle Mechanic Helper	14.21
Motor Vehicle Upholstery Worker	15.41
Motor Vehicle Wrecker	16.03
Painter, Automotive	16.58
Radiator Repair Specialist	16.03
Tire Repairer	14.34
Transmission Repair Specialist	17.24
Food Preparation and Service Occupations	
Baker	10.96
Cook I	10.27
Cook II	11.53
Dishwasher	8.10
Food Service Worker	8.10
Meat Cutter	12.43
Waiter/Waitress	8.81
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.62
Furniture Handler	12.56
Furniture Refinisher	16.62
Furniture Refinisher Helper	14.21
Furniture Repairer, Minor	15.41
Upholsterer	18.28
General Services and Support Occupations	
Cleaner, Vehicles	8.10
Elevator Operator	9.03
Gardener	11.25
House Keeping Aid I	7.88
House Keeping Aid II	9.05
Janitor	9.03
Laborer, Grounds Maintenance	9.66
Maid or Houseman	7.88
Pest Controller	12.49
Refuse Collector	9.32
Tractor Operator	10.90

Window Cleaner	9.82
Health Occupations	
Dental Assistant	11.16
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.22
Licensed Practical Nurse I	10.12
Licensed Practical Nurse II	11.36
Licensed Practical Nurse III	12.70
Medical Assistant	10.06
Medical Laboratory Technician	11.24
Medical Record Clerk	11.04
Medical Record Technician	13.54
Nursing Assistant I	7.78
Nursing Assistant II	8.75
Nursing Assistant III	9.55
Nursing Assistant IV	10.72
Pharmacy Technician	12.19
Phlebotomist	10.83
Registered Nurse I	15.32
Registered Nurse II	18.75
Registered Nurse II, Specialist	18.75
Registered Nurse III	22.69
Registered Nurse III, Anesthetist	22.69
Registered Nurse IV	27.17
Information and Arts Occupations	
Audiovisual Librarian	16.58
Exhibits Specialist I	17.16
Exhibits Specialist II	20.09
Exhibits Specialist III	24.02
Illustrator I	15.59
Illustrator II	18.25
Illustrator III	21.82
Librarian	20.41
Library Technician	10.99
Photographer I	10.95
Photographer II	14.27
Photographer III	16.71
Photographer IV	19.99
Photographer V	23.21
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.57
Counter Attendant	7.05
Dry Cleaner	7.80
Finisher, Flatwork, Machine	7.57
Presser, Hand	7.57
Presser, Machine, Drycleaning	7.57
Presser, Machine, Shirts	7.57
Presser, Machine, Wearing Apparel, Laundry	7.57
Sewing Machine Operator	8.92
Tailor	10.36
Washer, Machine	7.55
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.62
Tool and Die Maker	17.18
Material Handling and Packing Occupations	
Forklift Operator	12.67
Fuel Distribution System Operator	15.12

Material Coordinator	16.32
Material Expediter	16.32
Material Handling Laborer	13.66
Order Filler	9.44
Production Line Worker (Food Processing)	12.76
Shipping Packer	10.54
Shipping/Receiving Clerk	10.54
Stock Clerk (Shelf Stocker; Store Worker II)	14.06
Store Worker I	10.45
Tools and Parts Attendant	14.12
Warehouse Specialist	12.76
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	18.96
Aircraft Mechanic Helper	14.30
Aircraft Quality Control Inspector	18.17
Aircraft Servicer	15.71
Aircraft Worker	16.32
Appliance Mechanic	16.58
Bicycle Repairer	14.34
Cable Splicer	18.96
Carpenter, Maintenance	16.58
Carpet Layer	16.32
Electrician, Maintenance	17.96
Electronics Technician, Maintenance I	21.30
Electronics Technician, Maintenance II	22.91
Electronics Technician, Maintenance III	23.97
Fabric Worker	15.71
Fire Alarm System Mechanic	17.56
Fire Extinguisher Repairer	15.11
Fuel Distribution System Mechanic	17.56
General Maintenance Worker	16.03
Heating, Refrigeration and Air Conditioning Mechanic	17.24
Heavy Equipment Mechanic	17.24
Heavy Equipment Operator	18.99
Instrument Mechanic	18.96
Laborer	8.97
Locksmith	16.62
Machinery Maintenance Mechanic	17.01
Machinist, Maintenance	15.62
Maintenance Trades Helper	14.21
Millwright	18.61
Office Appliance Repairer	16.94
Painter, Aircraft	16.62
Painter, Maintenance	16.62
Pipefitter, Maintenance	25.06
Plumber, Maintenance	19.11
Pneudraulic Systems Mechanic	17.56
Rigger	17.56
Scale Mechanic	16.32
Sheet-Metal Worker, Maintenance	17.24
Small Engine Mechanic	16.03
Telecommunication Mechanic I	20.72
Telecommunication Mechanic II	21.45
Telephone Lineman	18.84
Welder, Combination, Maintenance	17.24
Well Driller	17.24

Woodcraft Worker	17.56
Woodworker	14.84
Miscellaneous Occupations	
Animal Caretaker	9.53
Carnival Equipment Operator	9.96
Carnival Equipment Repairer	10.27
Carnival Worker	8.10
Cashier	6.65
Desk Clerk	8.26
Embalmer	17.93
Lifeguard	8.91
Mortician	17.93
Park Attendant (Aide)	11.17
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.05
Recreation Specialist	10.94
Recycling Worker	12.53
Sales Clerk	8.30
School Crossing Guard (Crosswalk Attendant)	8.10
Sport Official	7.74
Survey Party Chief (Chief of Party)	12.99
Surveying Aide	8.15
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.17
Swimming Pool Operator	11.70
Vending Machine Attendant	10.57
Vending Machine Repairer	11.70
Vending Machine Repairer Helper	10.57
Personal Needs Occupations	
Child Care Attendant	7.91
Child Care Center Clerk	9.94
Chore Aid	7.88
Homemaker	10.94
Plant and System Operation Occupations	
Boiler Tender	18.33
Sewage Plant Operator	16.85
Stationary Engineer	18.33
Ventilation Equipment Tender	16.11
Water Treatment Plant Operator	16.62
Protective Service Occupations	
Alarm Monitor	13.92
Corrections Officer	18.94
Court Security Officer	19.47
Detention Officer	18.94
Firefighter	19.25
Guard I	11.19
Guard II	15.09
Police Officer	13.74
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	15.57
Hatch Tender	15.57
Line Handler	15.57
Stevedore I	13.61
Stevedore II	16.15
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43

Archeological Technician I	14.58
Archeological Technician II	16.29
Archeological Technician III	20.19
Cartographic Technician	21.74
Civil Engineering Technician	18.35
Computer Based Training (CBT) Specialist/ Instructor	23.71
Drafter I	13.84
Drafter II	15.63
Drafter III	19.13
Drafter IV	23.74
Engineering Technician I	11.76
Engineering Technician II	13.20
Engineering Technician III	17.13
Engineering Technician IV	19.88
Engineering Technician V	23.27
Engineering Technician VI	28.26
Environmental Technician	17.88
Flight Simulator/Instructor (Pilot)	24.98
Graphic Artist	17.54
Instructor	17.88
Laboratory Technician	13.65
Mathematical Technician	19.33
Paralegal/Legal Assistant I	13.10
Paralegal/Legal Assistant II	17.06
Paralegal/Legal Assistant III	20.87
Paralegal/Legal Assistant IV	25.25
Photooptics Technician	18.43
Technical Writer	21.25
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	14.65
Weather Observer, Senior (3)	16.27
Weather Observer, Upper Air (3)	14.65
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.72
Parking and Lot Attendant	7.74
Shuttle Bus Driver	10.93
Taxi Driver	9.30
Truckdriver, Heavy Truck	15.75
Truckdriver, Light Truck	10.65
Truckdriver, Medium Truck	15.91
Truckdriver, Tractor-Trailer	15.75

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

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without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)} Conformance Process: The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour

Division, Employment Standards Administration, U.S. Department of Labor, for review.
(See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees. Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

SCOPE OF WORK

Schedule of Deliverables

<u>Deliverable Item</u> <u>Due Date (after award)*</u>	<u>Type of Deliverable</u>	<u>Duration</u>
Phase I Content Development		
(1) Draft Conceptual Design 3 weeks	written report/preliminary design of brochure	3 weeks
THC Review 4 weeks	written comments to contractor	1 week
(2) Final Conceptual Design 6 weeks	written report & presentation	2 weeks
THC Review 7 weeks	written comments to contractor	1 week
Phase II Final Brochure Design		
(3) Preliminary Design	brochure layout – 75% complete model oral presentation, pre-press proofs paper and PDF 10 weeks	3 weeks
THC Review 11 weeks	written comments to contractor	1 weeks

(4) Final Design 13 weeks	completed brochure that reflects changes suggested from secondary design (pre-press proofs (paper & PDF, 3 disks))	2 weeks
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* assumes contract award on _____2003.

SECTION C DESCRIPTION OF WORK

C.1. GENERAL

It is the purpose of this contract to design and develop a recreation user brochure for distribution to visitors to the U.S. Army Corps of Engineers Tioga, Hammond and Cowanesque Lakes Project. This brochure shall provide project information to those interested in learning more about Tioga, Hammond and Cowanesque Lakes. One side of the brochure will describe, pictorially and with text, the attractions of Tioga, Hammond and Cowanesque Lakes in addition to such other material that the Corps may require. The other side will be a map and a facility matrix capable of directing visitors to various facilities. The contractor will work with representatives of Tioga, Hammond and Cowanesque Lakes in the development, design, and creation of this brochure.

C.2. SCOPE OF WORK

The contractor shall provide all necessary personnel, materials, equipment and related services as necessary to design, develop and submit a 12 panel, 18"x24", four color process brochure, designed to fold to 4"x9". The final product will be a completed brochure; printer-ready on a compact disk (3 copies) containing the necessary application files, using industry standard software. The compact disk will be provided to the government, at which time will own all rights to the information on the CD. The contractor will develop a layout and design with text and graphics presentation that will both inform and attract visitors. Custom photography, if specified by the Tioga, Hammond and Cowanesque Lakes staff will be quoted per unit price. Stock photos, to which the contractor owns the legal rights to publish, may be utilized. The government will provide access its photo library and Corps logo artwork. Additionally photos including either stock photos to which the contractor owns legal rights to, or custom photos may also be used and quoted per unit price. The contractor will be available to meet with Corps representatives of the Tioga, Hammond and Cowanesque Lakes at the Ranger Station/Visitor Information Center to review progress, concepts and design according to the provided schedule of deliverables. Travel to Tioga, Hammond, and Cowanesque Lakes will be at the expense of the contractor. The contractor will use any and all graphics design techniques to create a unique, attractive, and informative brochure.

C.3 REQUIREMENTS

The work shall be accomplished in two (2) phases:

C.3.a PHASE I: Conceptual Design – this phase consists of subject matter research, layout and photography for the brochure. The contractor shall prepare a subject matter outline of information the brochure will contain. The government will provide essential information that must be represented in the brochure.

C.3.a.1. Deliverable Phase I

C.3.a.1.a. Conceptual Design - This portion of the work shall be accomplished in two parts, a draft conceptual design and a final conceptual design. Work on the final shall not begin until Government acceptance of the draft conceptual design.

C.3.a.1.a.1. Draft Conceptual Design– The first deliverable to be submitted by the Contractor is the draft conceptual design. This will present the Contractor’s recommendations for the brochure subject matter content. In this design, the theme, objectives, and target audience will be identified. The Tioga, Hammond and Cowanesque Lakes staff will review the draft conceptual design and comments will be provided to the Contractor.

C.3.a.1.a.2 Final Conceptual Design – The second deliverable to be submitted by the Contractor is the final conceptual design. The draft conceptual design will be revised in accordance with the Tioga, Hammond and Cowanesque Lakes staff comments and submitted for approval. Accompanying the final conceptual design will be an oral presentation of the Contractor’s preliminary subject matter consisting of all content and design ideas. The oral presentation will take place at the Tioga, Hammond and Cowanesque Lakes Ranger Station/Visitor Information Center. The Tioga, Hammond and Cowanesque Lakes staff will review the final conceptual design and comments will be provided to the Contractor.

C.3.b. PHASE II: Final Brochure Design: In this phase, the contractor shall:

- Prepare and produce the brochure
- Include in the final brochure all maps, text (emergency numbers, contact information, titles, headings etc.), photos and legends.
- Include all corrections and revisions suggested from Phase I in the final brochure design.

C.3.b.1 Deliverable Phase II

C.3.b.1.a. This portion of the work shall be accomplished in two parts; a preliminary design (75% completion) and a final design. Work on the final design shall not begin until Government acceptance of the preliminary design.

C.3.b.1.a.1. Preliminary Design: The first deliverable to be submitted by the Contractor is a draft brochure layout which will consist of a 75% complete model. This deliverable will reflect comments and revisions suggested by the Tioga, Hammond and Cowanesque Lakes staff that were submitted from the final conceptual design presentation during Phase I. The contractor shall provide a set of paper and PDF pre-press proofs that are of high resolution/color accurate proofs such as Iris or Kodak quality for the Governments review prior to acceptance. Accompanying the model will be an oral presentation of the Contractor’s draft brochure. The oral presentation will take place at the Tioga, Hammond and Cowanesque Lakes Ranger Station/Visitor Information Center. The Tioga, Hammond and Cowanesque Lakes staff will review the submitted preliminary design and comments will be provided to the Contractor.

C.3.b.1.a.3. Final Design – The second deliverable to be submitted for approval is the final complete brochure layout. This deliverable will reflect the comments and revisions suggested from the preliminary design by the Tioga, Hammond and Cowanesque Lakes staff. The final, completed brochure will consist of the pre-press paper and PDF proofs and the three CD’s that contain the necessary application files, to which the Government will own all legal rights to.

SECTION D CONTRACTOR EVALUATION

D.1 CONTRACTOR EVALUATION

D.1.a A contractor evaluation form is attached as Appendix A. The contractor that provides the most advantageous proposal, all items considered, will be the recipient of the contract award. The award will be based on

a technical committee's evaluation of each item. A copy of the existing Tioga, Hammond and Cowanesque Lakes brochures can be obtained by writing or calling:

Operations Manager
Tioga, Hammond and Cowanesque Lakes Project
RR 1 Box 65
Tioga, PA 16946
570-835-5281

The existing brochures shall only be used for informational purposes only.

SECTION E INVOICING AND PAYMENT

E.1 INVOICING AND PAYMENT

E.1.a The contractor shall submit an itemized invoice after completion and acceptance of the final Tioga, Hammond and Cowanesque Lakes brochure. The invoice will contain at a minimum, the contractor name, address, contract number and date submitted.

SECTION F DEDUCTIONS

F.1 DEDUCTIONS

F.1.a All work shall be performed in an orderly fashion consistent with specifications as outlined in C.3. If any of these services do not conform to contract requirements, the Government may require the contractor to perform the services again in conformity with the contract requirements, at no increase in contract amount. When defects in services cannot be corrected by re-performance, the Government may (1) require the contractor to take necessary action to ensure that future performance conforms to contract requirements and (2) reduce the contract price to reflect the reduced value of the services performed.

F.1.b If the contractor fails to promptly perform the services again or to take necessary action to ensure the future performance in conformity with contract requirements, the Government may (1) by contract or otherwise, perform the services and charge to the contractor at any cost incurred by the Government that is directly related to the performance of such service or (2) terminate the contract for default.

SECTION G DEFAULT

G.1 Default of the contract shall be considered for various reasons relating to nonperformance of the contractual specifications.

SECTION H FINAL INSPECTION AND ACCEPTANCE

H.1 FINAL INSPECTION AND ACCEPTANCE

H.1.a Acceptance of services is the responsibility of the Contacting Officer or duly authorized representative (COR).

Section B

Tioga, Hammond & Cowanesque Lakes Project Brochure Bid Sheet

<u>Description</u>	<u>Quantity</u>	<u>Unit</u>	<u>Bid Price</u>
Concept and design			\$_____
Layout and composition			\$_____
Editing			\$_____
Paper and PDF proofs as needed			\$_____
Custom photographs each If government or contractor determines a need for additional photo other than what has already been provided.			\$_____
Alternative 1			\$_____
Alternative 2			\$_____
TOTAL BID			\$_____

CENAB-OPF-T

MEMORANDUM THRU

Chief, CENAB-OP

SUBJECT Requisition of Brochure Design Services

1. Please find attached a scope of work including technical proposal criteria to evaluate firms that I wish to consider for the development of the Tioga, Hammond and Cowanesque Lakes brochures.
2. I request to have the proposals sent to the Tioga, Hammond and Cowanesque Lakes project office for the committee's evaluation. Once the committee evaluates the proposals, recommendations with justifications will be provided to CT-C for award.
3. I have provided a minimum bidder's list consisting of seven (7) local firms that I feel have the capability to perform the work that I am requesting. Since these contracts require frequent meetings between the contractor and the Corps, it would be very advantageous to limit this solicitation to the Northcentral PA – Southcentral NY geographical area.
4. It is imperative that the bids be EDI and hard copy.
5. POC for questions or comments is the undersigned at (570) 835-5281.

John Gible
 Operations Manager
 Tioga, Hammond and Cowanesque Lakes

APPENDIX A CONTRACTOR PROPOSAL EVALUATION

Each of the seven evaluation factor elements will have a weighted value and will be scored on the completeness and quality of submissions for each factor element. See Section M.

10points

1. Company's capability. A statement describing your firm's capability of performing contract requirements, including equipment, manpower, staff qualifications, and experience.

Score _____

5 points

2. Deadlines. A description and examples of the firm's ability to meet project deadlines.

Score _____

6 points

3. Experience. List of three clients (including address and phone) for which the firm has provided similar work relating to design and ability to work within established time frames and cost restrictions. Score

4 points

4. Sub-Contractors. A full description of the qualifications and role of any sub-contractors.
Score _____

15 Ponits

5. Past work. Provide at least three samples of similar past work.
Sample 1 _____
Sample 2 _____
Sample 3 _____

20 points

6. Strategy statement.

Design strategy
Innovative techniques
Theme development
Theme continuity
Theme relationship to Tioga, Hammond & Cowanesque Lakes Project
Completeness of statement

40

7. Cost.

\$ _____
Score _____

Under the authority of the Competition in Contracting Act of 1984, weighted evaluation criteria have been established for each item.

SECTION M

TECHNICAL PROPOSAL EVALUATION FACTORS FOR AWARD

- 1. GENERAL.** The Contractor and his/her employees will develop and design a project brochure according to the specifications of this section C.
- 2. INSTRUCTIONS TO OFFERORS**
 - (a) Proposals shall be submitted to the Tioga, Hammond and Cowanesque Lakes Project. Only one technical proposal/cost proposal may be submitted by each offeror.
 - (b) Submit an original and one copy of the proposal packet.
 - (c) Each of the seven evaluation factor elements will have a weighted value and will be scored on the completeness and quality of submissions for each factor element
 - (d) The Offeror's name, address, signature, etc... shall appear on any document to be evaluated.
 - (e) The Offeror's proposal shall be specified and complete, and should appear to demonstrate a thorough understanding of the requirements.
 - (f) Offeror's proposal must be signed by an official authorized to bind the organization and be accompanied by a statement to the effect that the proposal is firm for a period of no less 90 days from the date of the offer.
- 3. PRE-PROPOSAL CONFERENCE AND SITE VISIT**

There is no pre-proposal conference scheduled. However, the contractor is encouraged to visit the work site to identify the various work elements. Any questions regarding site location can be directed to Danielle Huffman or e-mail at Danielle.Huffman@usace.army.mil.
- 4. EVALUATION PROCEDURES.**
 - 4.1. Technical Evaluation Team.** The Contracting Officer has established a Technical Evaluation Team to conduct an evaluation of each proposal received in response to this solicitation. The evaluation will be based

exclusively on the merits and content of the proposal and any subsequent discussion required. The team will not consider any information incorporated by reference or otherwise referred to. **PROPOSERS ARE ADVISED THAT AWARD MAY BE MADE WITHOUT DISCUSSIONS OF ANY KIND.**

4.2. Technical Proposal. Sufficient material must be included in the proposal to allow the Government to evaluate the technical features of the Offeror's proposal. If sufficient material for any item listed in Section M is not included in the proposal, the Offeror may receive a low or zero (0) rating for that evaluation item.

4.3. Price Proposal. The Offeror shall submit a price proposal in accordance with Section B and Section M

5. TECHNICAL EVALUATION PROPOSAL FACTORS

5.1. EVALUATION CRITERIA. Under the authority of the Competition in Contracting Act of 1984, weighted evaluation criteria have been established for each of the technical elements listed below.

5.2. PROPOSAL ELEMENTS.

- 5.2.1. **Company Capability.** A statement describing your company's capability of performing contract requirements - equipment, manpower as well as staff qualifications and experience. *Maximum Score: 10 points.*
- 5.2.2. **Ability to meet project deadlines.** Examples of how the company works efficiently and effectively to accomplish the attached Scope of Work within the time frames established. *Maximum Score: 5 points.*
- 5.2.3. **Experience.** List of three clients (including address and phone) for which the Company has provided similar work in the past two years that relate to brochure development and design. *Maximum Score: 6 points.*
- 5.2.4. **Sub-Contractors.** Provide a full list of sub-contractors to potentially be used, their qualifications, and a full description of the work they will be doing.

Maximum Score: 4 points.

- 5.2.5. Past work. Provide at least three samples of similar past work that will demonstrate the contractor's ability to develop and design brochures using innovative ideas relating to the strategy statement. *Maximum Score: 15 points.*
- 5.2.6. Strategy Statement. Provide a narrative strategy statement, not to exceed 2 pages (single-spaced, 12 font), describing your development and design strategy for the Tioga, Hammond and Cowanesque Lakes brochure. Describe a theme and graphics plan for the narrative side, and a theme and graphics plan for the map and facility matrix side. The statement should demonstrate innovative design ideas and techniques that will provide the visitor with an overall experience available at the Tioga, Hammond and Cowanesque Lakes. Creative new concepts of design are encouraged. The strategy statement evaluation will be based on design strategy, innovative techniques, theme development, theme continuity, theme relationship to Tioga, Hammond & Cowanesque Lakes Project, and completeness of statement. *Maximum Score: 20 points.*
- 5.2.7. Cost. The company's cost proposal should be reflected on section B and should include, but not be limited to, items like concept and design, layout and composition, editing, color separations, providing files on a disk, pre-press proofs, travel to and from the field site, and studio photos if needed. *Maximum Score: 40 points.*

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001	PROVIDE ALL NECESSARY PERSONNEL, FFP PROVIDE ALL NECESSARY PERSONNEL, MATERIALS, EQUIPMENT, AND RELATED SERVICES AS NECESSARY TO DESIGN, DEVELOP AND SUBMIT A 12 PANEL, 18"X24", FOUR COLOR PROCESS BROCHURE, DESIGNED TO FOLD TO 4"X9" PER ADDITIONAL SPECIFICATIONS. PLEASE ADHERE TO THE ATTACHED *****SPECIFICATIONS***** GOVT POC: DANIELLE HUFFMAN @ (570) 835-0125 BUYER POC: CHERI AMES @ (410) 962-3526 PURCHASE REQUEST NUMBER: W81W3G-3091-6654	1	Lump Sum		

 NET AMT

FOB: Destination

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0002	PROVIDE ALL NECESSARY PERSONNEL, FFP PROVIDE ALL NECESSARY PERSONNEL, MATERIALS, EQUIPMENT, AND RELATED SERVICES AS NECESSARY TO DESIGN, DEVELOP AND SUBMIT A 12 PANEL, 18"X24", FOUR COLOR PROCESS BROCHURE, DESIGNED TO FOLD TO 4"X9" PER ADDITIONAL SPECIFICATIONS. PLEASE ADHERE TO THE ATTACHED ****SPECIFICATIONS***** GOV'T POC: DANIELLE HUFFMAN @ (570) 835-0125 BUYER POC: CHERI AMES @ (410) 962-3526 PURCHASE REQUEST NUMBER: W81W3G-3091-6654	1	Lump Sum		

 NET AMT

FOB: Destination

INSPECTION AND ACCEPTANCE TERMS

Supplies/services will be inspected/accepted at:

CLIN	INSPECT AT	INSPECT BY	ACCEPT AT	ACCEPT BY
0001	N/A	N/A	N/A	N/A
0002	N/A	N/A	N/A	N/A

DELIVERY INFORMATION

CLIN	DELIVERY DATE	QUANTITY	SHIP TO ADDRESS	UIC
0001	27-JUN-2003	1	OPS DIV TIOGA HAMMOND COWANESQ PEPPINO J PERSIO RD 1, BOX 65 TIOGA PA 16946 (570)835-5281 FOB: Destination	E1R0800
0002	27-JUN-2003	1	(SAME AS PREVIOUS LOCATION) FOB: Destination	E1R0800

CLAUSES INCORPORATED BY REFERENCE

52.211-17	Delivery of Excess Quantities	SEP 1989
52.212-1	Instructions to Offerors--Commercial Items	OCT 2000
52.212-4	Contract Terms and Conditions--Commercial Items	FEB 2002
52.214-34	Submission Of Offers In The English Language	APR 1991
52.214-35	Submission Of Offers In U.S. Currency	APR 1991
52.219-3	Notice of Total HUBZone Set-Aide	JAN 1999
52.219-6	Notice Of Total Small Business Set-Aside	JUL 1996
52.222-3	Convict Labor	AUG 1996
52.222-21	Prohibition Of Segregated Facilities	FEB 1999
52.222-26	Equal Opportunity	APR 2002
52.222-36	Affirmative Action For Workers With Disabilities	JUN 1998
52.222-41	Service Contract Act Of 1965, As Amended	MAY 1989
52.225-13	Restrictions on Certain Foreign Purchases	JUL 2000
52.232-28	Invitation to Propose Performance-Based Payments	MAR 2000
52.232-33	Payment by Electronic Funds Transfer--Central Contractor Registration	MAY 1999
52.233-3	Protest After Award	AUG 1996
52.237-3	Continuity Of Services	JAN 1991
52.242-15	Stop-Work Order	AUG 1989
52.243-5	Changes and Changed Conditions	APR 1984
52.246-1	Contractor Inspection Requirements	APR 1984
52.247-34	F.O.B. Destination	NOV 1991
52.253-1	Computer Generated Forms	JAN 1991
252.204-7003	Control Of Government Personnel Work Product	APR 1992
252.204-7004	Required Central Contractor Registration	NOV 2001
252.219-7011	Notification to Delay Performance	JUN 1998
252.225-7000	Buy American Act--Balance Of Payments Program Certificate	SEP 1999
252.225-7001	Buy American Act And Balance Of Payments Program	MAR 1998
252.225-7002	Qualifying Country Sources As Subcontractors	DEC 1991
252.225-7016	Restriction On Acquisition Of Ball and Roller Bearings	DEC 2000
252.243-7001	Pricing Of Contract Modifications	DEC 1991
252.246-7000	Material Inspection And Receiving Report	DEC 1991

CLAUSES INCORPORATED BY FULL TEXT

52.207-4 ECONOMIC PURCHASE QUANTITY--SUPPLIES (AUG 1987)

(a) Offerors are invited to state an opinion on whether the quantity(ies) of supplies on which bids, proposals or quotes are requested in this solicitation is (are) economically advantageous to the Government.

Each offeror who believes that acquisitions in different quantities would be more advantageous is invited to

recommend an economic purchase quantity. If different quantities are recommended, a total and a unit price must be quoted for applicable items. An economic purchase quantity is that quantity at which a significant price break occurs. If there are significant price breaks at different quantity points, this information is desired as well.

OFFEROR RECOMMENDATIONS			
	PRICE		
ITEM	QUANTITY	QUOTATION	TOTAL

(c) The information requested in this provision is being solicited to avoid acquisitions in disadvantageous quantities and to assist the Government in developing a data base for future acquisitions of these items. However, the Government reserves the right to amend or cancel the solicitation and resolicit with respect to any individual item in the event quotations received and the Government's requirements indicate that different quantities should be acquired.

(End of provision)

52.212-2 EVALUATION--COMMERCIAL ITEMS (JAN 1999)

(a) The Government will award a contract resulting from this solicitation to the responsible offeror whose offer conforming to the solicitation will be most advantageous to the Government, price and other factors considered. The following factors shall be used to evaluate offers: Quality, Price and Delivery

Technical and past performance, when combined, are very significant.

(b) Options. The Government will evaluate offers for award purposes by adding the total price for all options to the total price for the basic requirement. The Government may determine that an offer is unacceptable if the option prices are significantly unbalanced. Evaluation of options shall not obligate the Government to exercise the option(s).

(c) A written notice of award or acceptance of an offer, mailed or otherwise furnished to the successful offeror within the time for acceptance specified in the offer, shall result in a binding contract without further action by either party. Before the offer's specified expiration time, the Government may accept an offer (or part of an offer), whether or not there are negotiations after its receipt, unless a written notice of withdrawal is received before award.

(End of clause)

52.212-5 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERS--COMMERCIAL ITEMS (APR 2001) (DEVIATION)

(a) Comptroller General Examination of Record. The Contractor agrees to comply with the provisions of this paragraph (a) if this contract was awarded using other than sealed bid, is in excess of the simplified acquisition threshold, and does not contain the clause at 52.215-5, Audit and Records-Negotiation.

(1) The Comptroller General of the United States, or an authorized representative of the Comptroller General, shall have access to the right to examine any of the Contractor's directly pertinent records involving transactions related to this contract.

(2) The Contractor shall make available at its offices at all reasonable times, the records, materials, and other evidence for examination, audit, or reproduction, until 3 years after final payment under this contract or for any shorter period

specified in FAR Subpart 4.7, Contractor Records Retention, of the other clauses of this contract. If this contract is completely or partially terminated, the records relating to the work terminated shall be made available for 3 years after any resulting final termination settlement. Records relating to appeals under the disputes clause or to litigation or the settlement of claims arising under or relating to this contract shall be made available until such appeals, litigation, or claims are finally resolved.

(3) As used in this clause, records include books, documents, accounting procedures and practices, and other data, regardless of form. This does not require the Contractor to create or maintain any record that the contractor does not maintain in the ordinary course of business or pursuant to a provision of law.

(b) The Contractor is not required to include any FAR clause, other than those listed below (and as may be required by an addenda to this paragraph to establish the reasonableness of prices under Part 15), in a subcontract for commercial items or commercial components –

(1) 52.222-26, Equal Opportunity (E.O. 11246);

(2) 52.222-35, Affirmative Action for Disabled Veterans and Veterans of the Vietnam Era (38 U.S.C. 4212);

(3) 52.222-36, Affirmative Action for Workers with Disabilities (29 U.S.C. 793); and

(4) 52.247-64, Preference for Privately-Owned U.S.- Flag Commercial Vessels (46 U.S.C. 1241)(flow down not required for subcontracts awarded beginning May 1, 1996).

(5) 52.222-41, the Service Contract Act as Amended (41 U.S.C. 351, et seq.) Subcontracts for certain commercial services may be exempt from coverage if they meet the criteria in FAR 22.1103-4(c) or (d) (see DoD class deviation number 2000-O0006).

(End of clause)

52.222-22 PREVIOUS CONTRACTS AND COMPLIANCE REPORTS (FEB 1999)

The offeror represents that --

(a) () It has, () has not participated in a previous contract or subcontract subject to the Equal Opportunity clause of this solicitation;

(b) () It has, () has not, filed all required compliance reports; and

(c) Representations indicating submission of required compliance reports, signed by proposed subcontractors, will be obtained before subcontract awards.

(End of provision)

52.222-42 STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES (MAY 1989)

In compliance with the Service Contract Act of 1965, as amended, and the regulations of the Secretary of Labor (29 CFR Part 4), this clause identifies the classes of service employees expected to be employed under the contract and states the wages and fringe benefits payable to each if they were employed by the contracting agency subject to the provisions of 5 U.S.C. 5341 or 5332.

THIS STATEMENT IS FOR INFORMATION ONLY: IT IS NOT A WAGE DETERMINATION
Employee Class Monetary Wage-Fringe Benefits

Illustrator @ \$18.97 per hour
Photograher @ \$18.97 per hour
Photofinishing Worker @ 11.19 oer hour
Word Processor @ \$11.19 per hour

(End of clause)

52.252-1 SOLICITATION PROVISIONS INCORPORATED BY REFERENCE (FEB 1998)

This solicitation incorporates one or more solicitation provisions by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. The offeror is cautioned that the listed provisions may include blocks that must be completed by the offeror and submitted with its quotation or offer. In lieu of submitting the full text of those provisions, the offeror may identify the provision by paragraph identifier and provide the appropriate information with its quotation or offer. Also, the full text of a solicitation provision may be accessed electronically at this/these address(es):

<http://www.arnet.gov/far>
<http://www.farsite.hill.af.mil>
<http://www.dtic.mil/dfars>
<http://www.ccr.gov/index.cfm>
<http://www.ebs.nab.usace.army.mil>
<http://www.sba.gov/regulations/siccodes>
<http://www.dnb.com>

(End of provision)

52.252-2 CLAUSES INCORPORATED BY REFERENCE (FEB 1998)

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Als o, the full text of a clause may be accessed electronically at this/these address(es):

<http://www.arnet.gov/far>
<http://www.farsite.hill.af.mil>
<http://www.dtic.mil/dfars>
<http://www.ccr.gov/index.cfm>
<http://www.ebs.nab.usace.army.mil>
<http://www.sba.gov/regulations/siccodes>
<http://www.dnb.com>

(End of clause)

252.212-7001 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERS APPLICABLE TO DEFENSE ACQUISITIONS OF COMMERCIAL ITEMS (APR 2001) (DEVIATION)

(a) In addition to the clauses listed in paragraph (b) of the Contract Terms and Conditions Required to Implement Statutes or Executive Orders--Commercial Items (DEVIATION) clause of this contract, the Contractor shall include the terms of the following clause, if applicable, in subcontracts for commercial items or commercial components, awarded at any tier under this contract:

252.225-7014	Preference for Domestic Specialty Metals, Alternate I (MAR 1998) (10 U.S.C. 2533a).
252.247-7023	Transportation of Supplies by Sea (MAR 2000) (10 U.S.C. 2631)
252.247-7024	Notification of Transportation of Supplies by Sea (MAR 2000) (10 U.S.C. 2631)

(End of clause)